

## PERSONNEL

### Soliciting and Selling

The district respects the right of individual certificated employees to engage in lawful enterprises for profit. Such personal enterprises may be undertaken by the employee without restriction by the district as long as they do not interfere with the employee's effectiveness, are not conducted on school property, do not interfere with assigned responsibilities, and are not conducted during the school day. No staff member shall take advantage of his or her professional relationship to further private business interests. If any of these conditions are evident or implied, the district may require the employee to account for his/her activities.

In all business and professional relationships, district employees shall conduct their transactions in a manner that does not reflect adversely upon the district.